Research on Staff Recruitment Management of Modern Enterprise

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Abstract. Recruitment as the subsystem of the human resource management is an important link in enterprise human resources management. Recruitment management of modern enterprise is a purposeful practice activity, modern scientific and technological achievements is applied as a systems engineering requirement in the management. However, various discrimination to applicant, lack of standard recruitment procedures, the recruiters lack of professional quality in most businesses in the actual job. Then analyze the new trend of modern enterprise recruitment management and existing problems in-depth in this paper, and put forward suggestions from two aspects: macroscopic and microscopic countermeasures. The results of this study will improve the efficiency of the modern enterprise staff recruitment, expect with the minimum cost of recruitment to recruit the most appropriate staff.

1. Introduction

Modern enterprise management is a dynamic concept, is a never-ending process during the changing of era, the management environment and the management content of enterprise is corresponding changing. Modern management is a purposeful activity, to improve the quality of the enterprise, enhance the vitality of enterprises and to improve enterprise efficiency; it is a systematic project, which requires a systematic application of modern scientific and technological achievements in the management. Due to change of business environment, new achievements of science and technology, the requirement of modern enterprise management must be "a rising tide lifts all boats". As the subsystem of enterprise human resources management, recruitment management of modern enterprise is practical activities purposeful. It improves quality continuously, enhances the vitality of enterprises, and improves business efficiency through recruiting, screening, screening and so on a series of scientific and standardized activities to system. Therefore, it is necessary to conduct the thorough research to the recruitment management, understand the current situation of the modern enterprise recruitment management and carries on the analysis and corresponding countermeasures, put forward suggestions for us.

2. The Problems and Causes of Modern Enterprise Staff Recruitment Management

2.1 Phenomenon of applicant discrimination is serious.

According to the 2004 China human resources development network with "HR world" to the survey of recruitment, recruitment of personnel lack of recruitment professional accomplishment. The study showed that 54\% of employers think that the recruiters have the recruitment professional accomplishment. But only 18\% of job seekers are relatively sure. The gap between two groups of data shows that the recruitment unit has not realized the importance of recruiters’ accomplishment. If recruiters’ accomplishment is not high, it is very difficult to recruit suitable talents. The results also showed that only 25\% of job seekers feel least respect from recruiters.

2.2 Lack of standardized recruitment process.

In our country, the process and scientific selection methods are omitted for some enterprises, in the interview data, there is only basic information such as name, sex, educational background, work time and work performance, the data is not enough for candidate selection. Average company
through the interview to judge at this time, the judgment of the subjectivity and accuracy is questionable.

2.3 In our country, most of the enterprise groups of operators are appointed by the competent department or organization.

The 83 large-scale enterprise group is supported by Guangdong province importantly, "key large group leadership inspection and appointed still used basic party and government cadres management way, and asset management serious disconnect". The state council development research center belongs to Chinese entrepreneurs investigation system, the latest study shows that more than 80% of the state-owned enterprise operator's current appointed are organized, and non-state-owned enterprise appointed by organization accounts for nearly 30%, 59.2% of the listed company operator is appointed by the organization.

Four Enterprise recruitment plan is not complete. Recruitment planning is an important part of organization human resource planning, for the organization of human resource management provides a basic framework, and provides the objective basis for personnel employment and scientific standard and practical method, will avoid the blindness and randomness in the process of recruitment and employment. Relevant data shows that most of the enterprises and administrative units, when they employ highly educated personnel, did not give them is suitable for the post, exert them maximum value or idle, low or high energy. This can really hold regardless of the job "swift horse" lead to a vicious competition between enterprises and human resource cost and liters.

3. To Analysis the Cause of Modern Enterprise Staff Recruitment Management

3.1 The great changes in enterprise external environment.

Since the 1980s, great changes have taken place in the external environment of enterprise. The development of science and technology, make the ageing technology and update acceleration, on one hand, which led to the part of the workers, increased the demand for staff training, on the other hand made the dependence on white-collar workers to strengthen the enterprise. In the aspect of economic, the formation of world markets, cross-border flows of capital, technology, human to human resources and their management puts forward new requirements; Competition in the market plan, economic fluctuations and inflation, all of them affect the employment situation; In the aspect of law, the relevant legal system perfectly, the popularity of the law and law execution and so on. Impact the legal environment of the enterprise recruitment management is mainly refers to the legal system, especially with labor, pension and medical insurance as well as the corresponding welfare policies (such as housing policy), children's entrance, spouse immigration rules and account access policy and so on. These laws and regulations related to labor recruitment management of the enterprise's influence is obvious. If labor related legal system is perfect, can make enterprise recruitment management laws to abide.

In addition, the labor supply and demand also changed dramatically. Compared with the past generation, work ethics and employment stability of today's workers are unsatisfactory. Team culture staff composition changed, average degree increased significantly, expectations and values, have very big gap compared to the past employees who experienced economic crisis and war. White-collar, association degree also has profound changes on the concept of people's professional, pursuing new and change has become a fashionable. Therefore, high turnover rate is quite a headache problem for managers, and high turnover rate will increase recruitment frequencies.

3.2 The great changes in enterprise itself.

Flattening organization and team work make human resources quality is changing in today's enterprises; the rise of information economy and knowledge economy put forward the new requirements to the enterprise human resources development. To find the right skills, have the desire of the labor, but also relatively stable work in enterprise employees, lead to the difficulty of the recruitment work has greatly increased inevitably. In addition, the recruitment needs to consider a problem strategy. Traditional recruitment and selection is a statistical later, but a forecast in advance now. In the strategic human resources management, more and more need support for enterprise development strategy from recruitment. Strategic level of human resources management
requires long-term human resource planning, in terms of internal cultivation of senior management personnel, it is important to establish the internal recruitment system, succession planning, rely on the system development of new generation of enterprise management.

4. **Improve the Modern Enterprise Recruitment Management Countermeasures and Suggestions**

**4.1 Macro level.**

4.1.1 Play a leading role for the management of the government to enterprise recruitment.

Focusing on the existing problems of state-owned enterprise human resources management, our government should be conducive to the system of the state-owned enterprise human resources management and development of the environment. Include speed up the reform of state-owned enterprise property right, perfect the enterprise operator selection and promotion and employ persons mechanism, establish and improve the system of operators constraint mechanism, improve the corresponding policies and regulations comprehensively.

4.1.2 Reform, adjust or perfect the institutions related to labor relations.

Only reduce the mobility of social risks, all kinds of talents to flow in the market smoothly, and will achieve reasonable configuration. Therefore, we should improve the current system of pension, medical, unemployment insurance, and improve or adjust the current education system of our country, and the mechanism of duty system. Reform the mode of traditional human resource configuration, speed up the construction of talent production factors market. Regulate all kinds of talents according to the rule of market economy and the market operation mechanism, Comprehensive implement the equality of enterprise and talent market position, the choose right of personal and using right of enterprise.

4.1.3 Improve and perfect the labor legal system of our country.

Under the present conditions, absorbing the essence of western legal culture, strengthen the subject consciousness of the citizen's legal consciousness and rights, encourage people use legal weapons to protect their own rights and interests in the labor market. For unit of choose and employ persons, it is not only the body of the recruitment and active status, changing the concept of the labor law is more important. At the same time, view of our country enterprise in the recruitment activities, violation of law should strengthen, and make specific provisions to correspond punishment means. In law enforcement, we should strengthen the effective implementation of the law enforcement and supervision agencies. In long run, labor legislation, public policy should reflect social fairness and justice, economic justice, for example, raise the minimum wage standard. On the law to build an excellent relief way for migrant workers, to reduce the cost of labor rights, increase labor rights. And improve the ability of corporate social responsibility, the ability of obey the law. We should not only take the economic sanctions for the illegal enterprise, but also forbid to unit of choose and employ persons infringes upon the lawful rights and interests of workers.

**4.2 Micro level.**

4.2.1 Set up the "two-way choice" concept of recruitment, link recruitment selection and create competitive advantage.

The characteristics of human resources shows that human resource is the special resources of enterprise is the first multiplier while compete in the market. So combine the talent recruitment and the creation of their own competitive advantage, including set up the right recruitment and selection strategy, according to the enterprise’s overall development strategy establishment recruitment/selection plan; Attract, select and train highly competitive ability of talents; Adhere to the principle of openness, impartiality and competition fairly combine the end of elimination and the principle of first promotion; Develop a plan of talent reserve and selection; Selection of talent, emphasis on looking into the future, for enterprise long-term interests and needs. In addition, the selection of programs, procedures, methods, such as selection system should be suitable for enterprise’s characteristic, need according to the candidate's preference.
4.2.2 Do well with job analysis; develop a comprehensive human resource strategy and planning.

Companies in the recruitment should provide the applicant detailed job descriptions and qualified for this position, meet the requirements of the required knowledge, skills, or you will have a lot of an interview with jobs that don't match workers, cause a lot of unnecessary trouble. Due to lack of job analysis, cannot be used in the process of recruitment selection method of targeted, make personnel employed and post match. Due to the staff turnover rate is not stable, enterprise management strategy planning will delay or change because of not arriving in time. If unable make proper planning of human resource management, enterprises will be forced to after some events rather than react accordingly, this initiative is not reaction, so it is difficult to prevent.

4.2.3 Consider the relationship between recruitment costs and channels choose using scientific concept and evaluation method.

Companies be used for recruitment is limited, if ignore the recruitment cost and efficiency problem before hiring, will cause a series of waste in the practical work, lead to the late recruitment activities to promote. Information age provide enterprises with a wide range of recruitment channels, enterprise human resources workers choosing the most effective recruitment channels according to available jobs on the positioning of the talent needed, so you can get useful talents on the basis of cost control in time. The advent of the era of knowledge and the development of science and technology for human resource management provide more theoretical knowledge and scientific evaluation methods, such as special measurement software, interview, assessment centre, etc. Understand the quality of the candidates characteristics comprehensively, ability structure and post match, provide the basis for the amount to choose and employ persons.

4.2.4 Improve the comprehensive quality of recruiters.

A good enterprise image is the key factor to attract talent. Applicants contact the enterprise of recruiters firstly, so the first impression of recruiters is the intuitive impression of the enterprise. Human resources recruitment management is more and more strategic in modern enterprise, to the requirement of recruiters "a rising tide lifts all boats". So hiring workers should: first, with good quality and accomplishment. Recruiters must be polite and fair to enthusiasm; Secondly, various ability. Employers should have strong ability of language expression, observation ability, and communication and so on. Thirdly, broad horizons and knowledge, understanding and the understanding of recruitment is the most basic content, people are very complicated, therefore, recruiters need a certain knowledge such as psychology, management, organizational behavior in addition, know something of the typology, graphology, etc; Fourthly, grasp certain recruitment technology and scientific selection method.

5. Conclusion

For enterprises, human resource is the most important resource of enterprises. How to attract talents has become the most concern of the enterprise. Recruitment is one of the important channels to add staff, the enterprise increase fresh blood, and the symbols of thriving. And each period of recruitment has its unique features, therefore, enterprises in the development and implementation personnel recruitment management activities must be combined with the contemporary market characteristics and the enterprise’s condition. It will reduce labor costs, attract and retain talents, provide powerful safeguard to realize the enterprise development strategy.

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6. References


